



North Carolina Community College System



Dr. Elizabeth Standafer
Youth Apprenticeship Coordinator



Youth Apprenticeship: What is it?

Youth Apprenticeship- A pathway that begins when the student is in high school

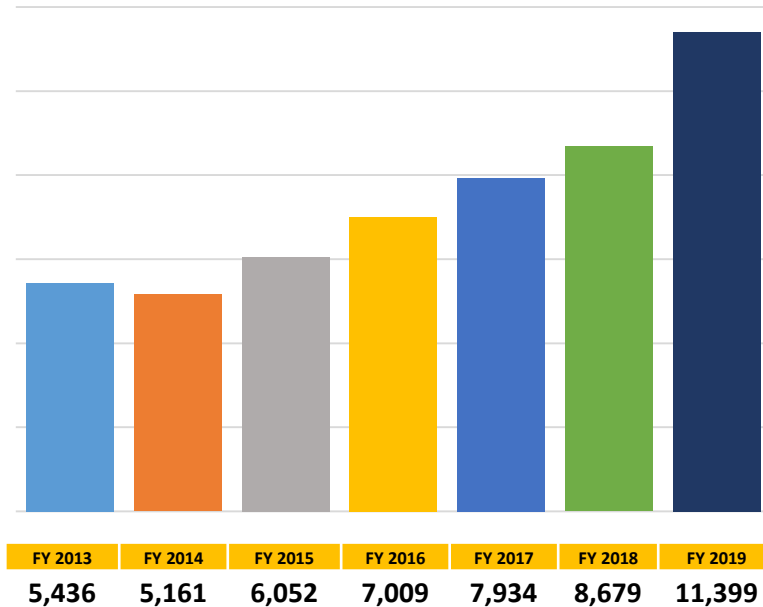


A seamless transition to post-secondary credentialing and employment

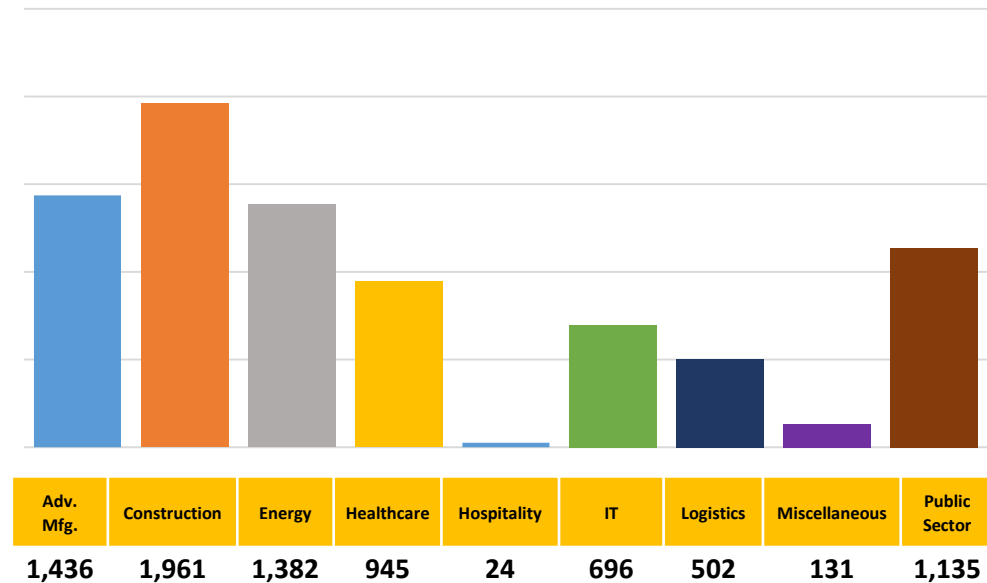


ApprenticeshipNC

Apprentices Served During Each Fiscal Year



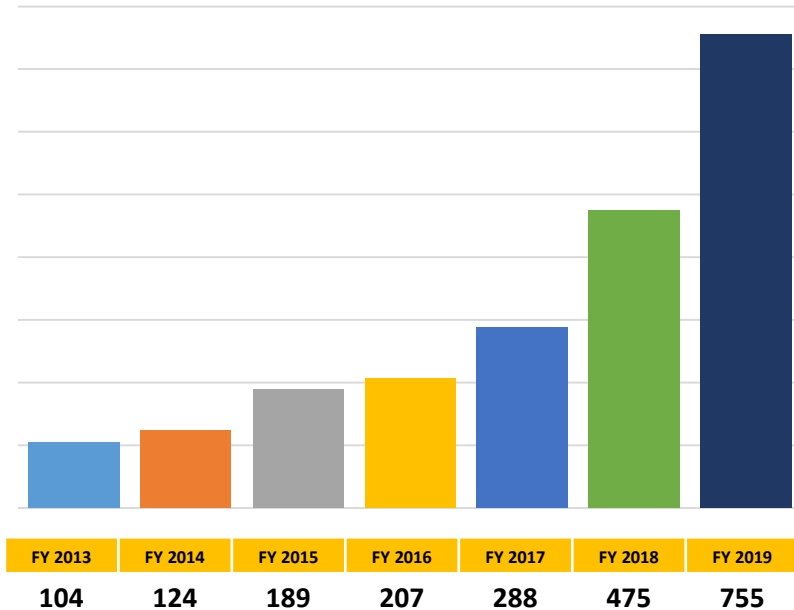
Industry Sectors Served as of June 30, 2019



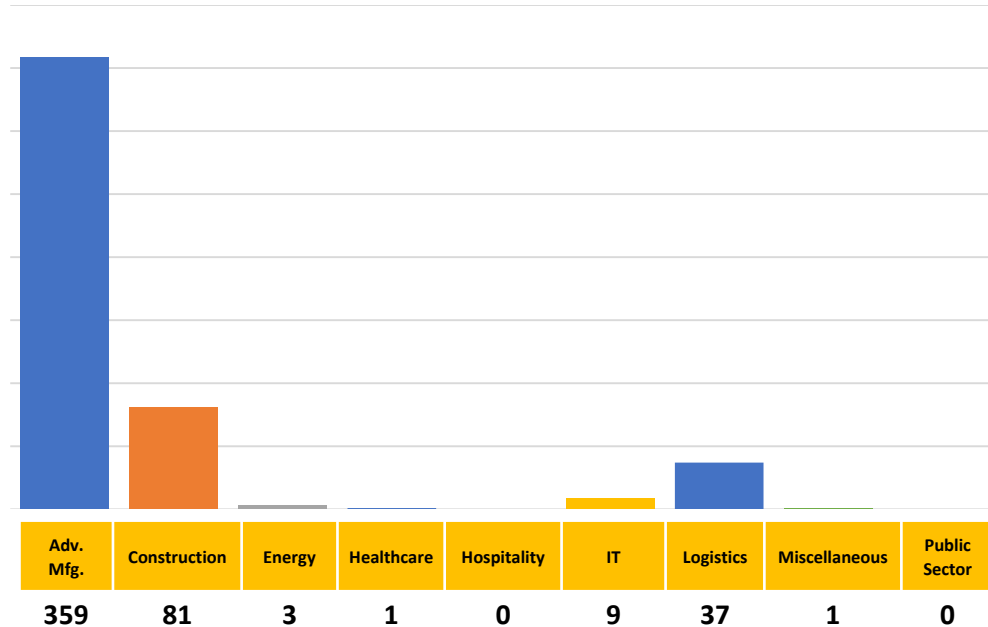


ApprenticeshipNC

Youth Apprentices Served During Each Fiscal Year



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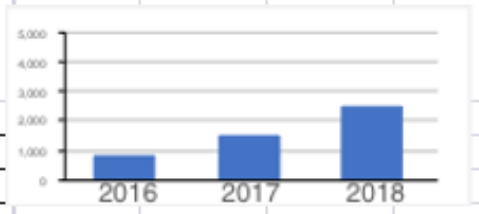
Three Year Data

Youth 16-24

	Active 2/1/2018	Served during 2018	High schools utilized by those served	Community Colleges Utilized by those served	Consortia utilized by those served
Apprenticeships	2179	2709	43	33	20
Pre-Apprenticeships	146	530	66	19	12
Total	2325	3239	94	37	20

Youth Participation by Year

2016	856
2017	1487
2018	2464



Participation by Industry Sector (1/2018 to 11/2018)

	pre-apprenticeship	apprenticeship	total
Construction	97	607	704
Government	0	347	347
Adv. Manufacturing	227	632	859
IT	6	82	88
Medical	8	504	512
Miscellaneous	0	17	17
Transportation	1	187	188
Utility	191	333	524
Total	530	2709	3239



Youth Apprenticeship: Return on Investment

Skilled workforce = more industry to the U.S. and NC

Every Federal dollar invested = \$27 ROI



Every State dollar invested = \$43 ROI





The National Movement



The Partnership to Advance Youth Apprenticeship (PAYA)

multi-year initiative that will

support efforts in states and cities to

expand access to high-quality apprenticeship opportunities for high school age youth.



PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP





PAYA Funding Partners



THE ANNIE E. CASEY
FOUNDATION

**Bloomberg
Philanthropies**

ballmer
GROUP

TheJoyceFoundation

JPMORGAN CHASE & CO.

SIEMENS | Foundation



North Carolina Community College System



PAYA National Partners





PAYA Activities



Grantee Community – ApprenticeshipNC is

- 1 of 9 leading sites working to advance Youth Apprenticeship.
- 1 of 220 applicants for grant funding
- 1 of 3 education entities selected



Network – Utilizing the stakeholder groups in regions across NC to developing 3 proofs on concept for local youth apprenticeship implementation



Capacity Building – Developing research, tools and expertise support implementation that support new policy




Preparing for Scale – Phase one PAYA is about laying the foundation for this emerging field to expand over time.





Return on Investment

- Youth Apprentices start at a low wage scale and progress their wage as skills increase 
- Most are so productive within 6 months to a year of Apprenticeship they are making money for the company and mentoring new apprentices
- Research studies say that for every dollar spent on training, an employer receives a benefit, on average of **\$1.47 up to \$2.00**





- **Increased retention** and low turn over for the duration of the apprenticeship and beyond decreases company training costs

91%

Addressing low unemployment:

Around 200,000 youth exit NC's high schools each year- 35% are not enrolled or enlisted. Of the 60% who do enroll, 30% will drop out

100k / year



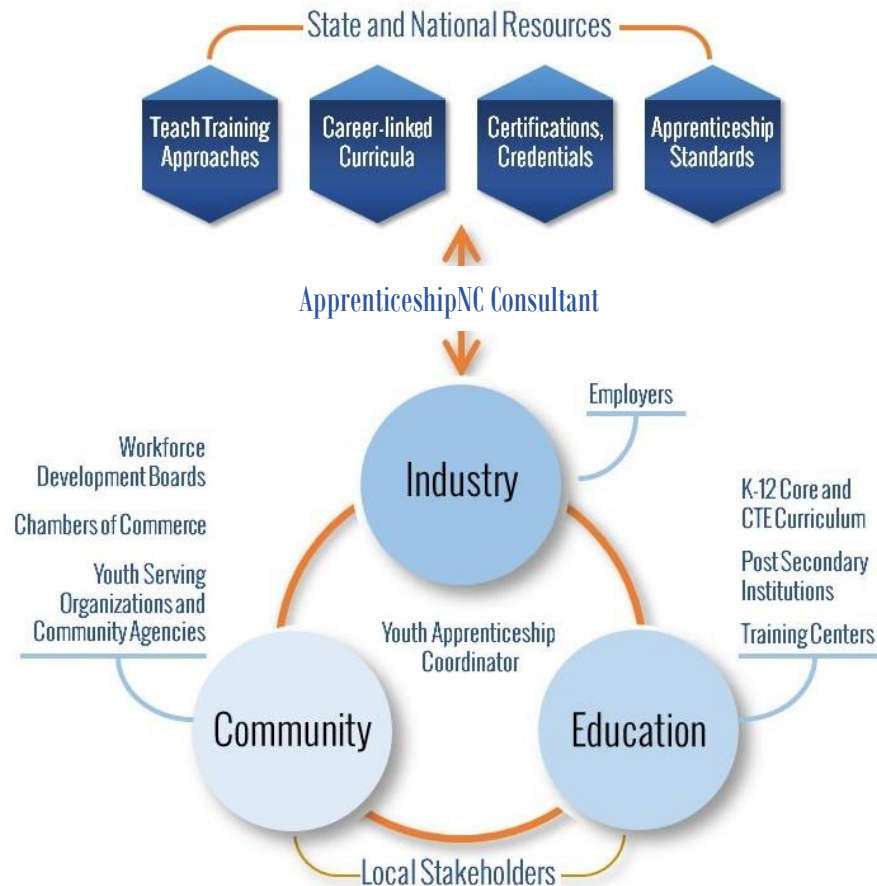
“Youth have or can easily obtain the pre-requisites needed in the company.”

- Math/English skills and pre-requisites through College and Career Promise
- Industry Certifications
- Credentials
- Safety & Training
- Drug Testing=Pass





Defining Roles Among Private and Public Partners





NC: Advancing Youth Apprenticeship Through Partnerships

- 
- Industry Champions
 - Curriculum drivers
 - Sponsors/mentors
 - Training
 - Recruiting*
 - Investing in talent
 - Onboarding new sponsors



Goal: to build a large base of industry participation across many diverse sectors





NC: Advancing Youth Apprenticeship Through Partnerships

- Link to industry*
- Intermediaries
- Fiscal agents
- Project support
- Funding
- Pathway facilitators





Workforce Development Boards: The Local Champions



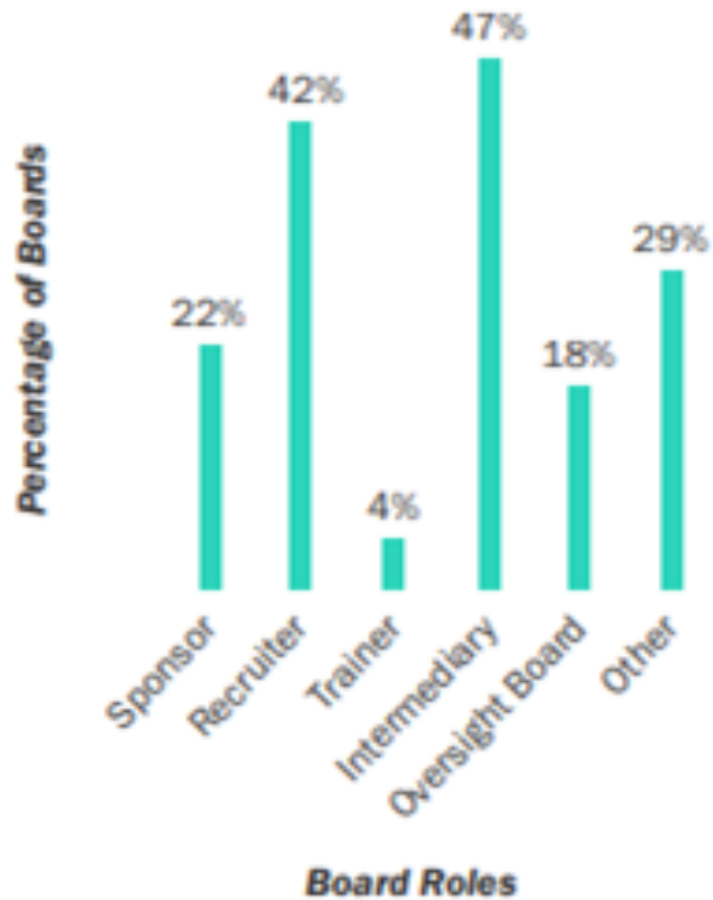
THE STATE OF APPRENTICESHIP **AMONG WORKFORCE BOARDS**

**Workforce boards and the apprenticeship system share the same fundamental goals:
they connect workers to economic opportunity while meeting the skill needs of employers
in high-demand industries.**



Board Apprenticeship Roles

24% Response Rate





Workforce Development Boards: Our Local Champions

Conveners- meetings, summits, board member or oversight/coalitions

Intermediaries- BSRs connecting partners, recruitment of apprentices

Apprenticeship Sponsors- a customized training option

Related Education Providers

Implementers-connecting to pathways, fiscal agents,

Funding Partners- coordinator positions, related education, transportation, training costs, mentoring, fiscal agents

Career Centers- apprenticeship staff, screening tools, referrals

Core Functions- apprenticeship committees, outlined training services

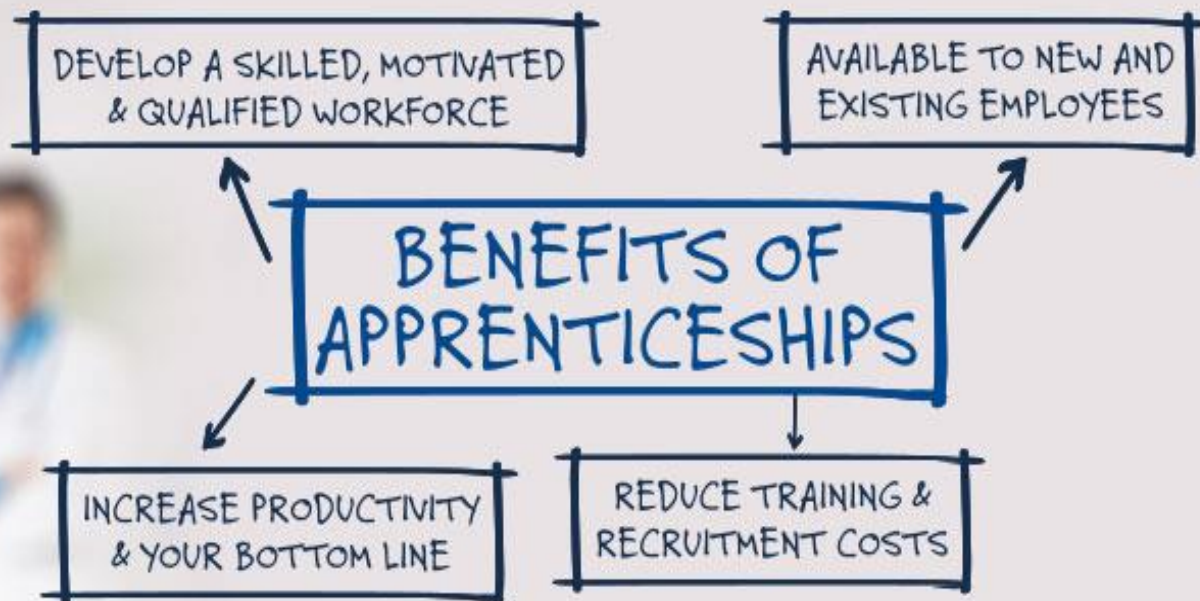




Workforce Development...

Advocates and partners
for Apprenticeship Growth
in NC

NCWorks



SERVICE PORTFOLIO:

NCWorks Powered by Area Workforce Boards



NCWorks



TALENT ATTRACTION



TALENT DEVELOPMENT



NCWORKS ONLINE

Identifying talent. Building a pipeline. Upskilling Workers. Funding for Hiring and Training

MODERN DARK

Attracting Top Talent:

Expanded Network & Quality Connections



NCWorks



Talent Attraction

Identifying Talent:

- ☐ Recruiting and sourcing assistance
- ☐ Hiring Events/Job Fairs
- ☐ Employer Awareness
- ☐ Connections with Higher Education
- ☐ Industry and Career Awareness and Exposure
- ☐ Business Seminars and Workshops



NCWORKS ONLINE

Developing and Advancing Talent:

Access to Critical Resources



NCWorks



Equipping employers with
resources, support and funding to:

- ☐ Establish talent pipelines
- ☐ Advance skills of existing staff
- ☐ Offset employee onboarding costs
- ☐ Acquire new skills to compete in constantly evolving market



MEASURABLE IMPACT



NCWorks

Workforce Boards and NCWorks are the gateway to critical workforce resources and funding – representing significant savings in time and money for our employers.

Key Workforce Incentives include, but not limited to:

- ❑ **On the Job Training (OJT)** – Reimbursements ranging from 50-75% of a new employee's wages while in training; Eligibility requirements apply.
- ❑ **Work Experience (WEX)** – Participants gain exposure to industries and occupations, acquire hands on experience and build their professional network. Paid or unpaid.
- ❑ **Incumbent Worker Grants** – Funding to develop and enhance existing workforce and/or to create customized training that ensures a skilled pipeline of talent to grow business.
- ❑ **Work Opportunity Tax Credits** – Federal tax credits of up to \$9,600 for companies hiring individuals with significant barriers.
- ❑ **Federal Bonding** – Insurance and financial protection for businesses that hire at risk workers. The bonds start at \$5,000.

VALUE PROPOSITION



NCWorks

- ❑ **Every dollar counts...**Our no cost recruiting solutions save companies time and money in finding quality talent and reduce costly employee turnover
- ❑ **Extra pair of hands...**Our team is extending the employer's capacity to source, screen and onboard new employees.
- ❑ **Access to valuable resources...**A single point of contact makes it easy to connect with support, funding and partners to meet the employer's needs.



Strategically Driven...



The commitment to apprenticeships became an integral part of CAWD's 2016-2019 Strategic Plan and continues to be part of our strategy for business and job seeker services.

Key Example:

- **CAWD's creation of an Apprenticeship Committee** - Led by Tony Marshall, ISG and supported by Kimberly Wheeler, CAWD

Committee Mission:

"We serve as advocates for apprenticeship and pave the way to new opportunities through education and regional engagement. Through our work, employers, influencers and students gain a clear understanding of apprenticeships, recognize their full value proposition and are confidently able to make decisions regarding their own ability to pursue."

Highlights:

- Hosted **Employer Summit** (Nov 2018) with over 100 in attendance. Blended employer panel, mythbuster exercise and partner engagement
- Conducted **Employer workshop** (March 2019) - Tony Marshall, Kathryn Castelloes, Kimberly Wheeler shared with over 50 attendees from diverse industries the successful framework of apprenticeships. Employer inquiries and follow-up meetings emerged and has driven interest and engagement.



CAPITAL AREA
WORKFORCE DEVELOPMENT

***“Apprenticeships:
Powering Your Talent
Pipeline”***

...

**102 attendees
Diverse Industries
Connecting with Partners**

...

***Strategy to grow and
retain top talent***



NORTH CAROLINA
MASONRY CONTRACTORS
ASSOCIATION





CAPITAL AREA
WORKFORCE DEVELOPMENT

APPRENTICESHIP NC





★ **CAPITAL AREA**
WORKFORCE DEVELOPMENT

THANK YOU!

LET'S STAY CONNECTED...



<http://www.apprenticeshipnc.com>



North Carolina Community College System



Youth Apprenticeship Guide

www.apprenticeshipnc.com

